

AMENDED IN ASSEMBLY APRIL 3, 2003

CALIFORNIA LEGISLATURE—2003–04 REGULAR SESSION

Assembly Concurrent Resolution

No. 79

Introduced by Assembly Member Lieber

(Coauthors: Assembly Members Berg, Canciamilla, Chan, Chu, Cohn, Corbett, Dymally, Goldberg, Jackson, Kehoe, Laird, Leno, Lowenthal, Matthews, Negrete McLeod, Oropeza, Pavley, Ridley-Thomas, Wolk, and Yee)

(Coauthors: Senators Alpert, Ducheny, Kuehl, Ortiz, and Romero)

March 28, 2003

Assembly Concurrent Resolution No. 79—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL'S DIGEST

ACR 79, as amended, Lieber. Equal Pay Day.

This measure would proclaim April 15, 2003, as Equal Pay Day.

Fiscal committee: no.

- 1 WHEREAS, Forty years after the passage of the federal Equal
2 Pay Act and Title VII of the federal Civil Rights Act of 1964,
3 women and people of color continue to suffer the consequences of
4 inequitable pay differentials; and
5 WHEREAS, According to statistics released in September 2002
6 by the United States Census Bureau, year-round, American
7 women working full time earned on average 76 percent of the
8 earnings of American men working full time, indicating very little
9 progress in pay equity since 1999; and

1 WHEREAS, California women earn approximately 82.5
2 percent of the earnings of California men and, at current rates of
3 wage gap closure, California women and their families will have
4 to wait until the year 2044 for pay equity; and

5 WHEREAS, Women of color suffer greater wage disparities
6 and are further impacted by the compounding effects of racism and
7 sexism; and

8 WHEREAS, According to a January 2002 report released by the
9 United States General Accounting Office in its capacity as the
10 investigative arm of Congress, women managers in 7 of 10
11 industries surveyed actually lost ground in closing the wage gap
12 between 1995 and 2000; and

13 WHEREAS, According to an analysis of data in over 300
14 classifications provided by the United States Department of Labor
15 Statistics in the year 2001, women earn less in every occupational
16 classification for which enough data is available, including those
17 occupations dominated by women; and

18 WHEREAS, Higher education is not free from wage
19 discrimination according to a United States Department of
20 Education analysis, which reported that, after controlling for rank,
21 age, credentials, fields of study, and other factors, full-time female
22 faculty members earn nearly 9 percent less than their male
23 counterparts; and

24 WHEREAS, Over a 40-year career, the average 25-year-old
25 woman working full time will earn approximately \$523,000 less
26 than the average man working full time, impacting family
27 financial security, pensions, and Social Security benefits; and

28 WHEREAS, Fair pay equity policies can be implemented
29 simply and without undue costs or hardship in both the public and
30 private sectors; and

31 WHEREAS, Fair pay strengthens the security of families today
32 and eases future retirement costs while enhancing the California
33 economy; and

34 WHEREAS, Tuesday, April 15, 2003, symbolizes the day on
35 which the wages paid to American women during the previous
36 year become equal to the wages paid to men during the previous
37 year; now, therefore, be it

38 *Resolved by the Assembly of the State of California, the Senate*
39 *thereof concurring*, That the Legislature hereby declares April 15,
40 2003, to be “Equal Pay Day” in California and urges California

1 citizens to recognize the full value of women's skills and
2 significant contributions to the labor force; and be it further

3 *Resolved*, That the California State Legislature urges Congress
4 ~~to pass Senate Bill 76, the Paycheck Fairness Act~~, to protect the
5 rights of all American women and provide more effective
6 remedies to victims of discrimination in the payment of wages on
7 the basis of sex and for other purposes; and be it further

8 *Resolved*, That the Chief Clerk of the Assembly transmit copies
9 of this resolution to the author for appropriate distribution.

